

# **ALABAMA BOARD OF NURSING**

## **REGULAR BOARD MEETING**

**RSA Plaza Suite 350  
Montgomery, Alabama**

**April 7, 2020**

### **I. CALL TO ORDER**

#### **A. Roll Call**

The meeting was called to order at 8:35 a.m. by teleconference on Tuesday, April 7, 2020.

As of April 7, 2020, the Alabama Board Meeting was unable to broadcast the audio of the meeting live, as planned, due to technical issues.

The following members present by teleconference at 8:30 a.m. were: Cheryl Bailey, BSN, MBA, President; Valorie Dearmon, RN, DNP, NEA-BC, Vice-President; Victoria Hill, MSN, RN, Secretary; Martha Houston, Consumer; Natalie Baker, DNP, CRNP, FAANP; Gabriel Sapalaran, BSN, RN; Peggie Carpenter, BA, LPN; Janice Seip, CRNA; Gladys Davis Hill, MSN, RN; Cynthia Buford, LPN; Louise O'Keefe, PhD, CRNP, CNE; Cherry Rodgers, LPN and Executive Officer, Peggy Benson. ABN Board Members not present were: Cara Floyd, LPN

Staff members attending the teleconference were: Honor Ingels, Chief Policy Office/Chief Communications Officer; Brad Jones, IT Programmer Analyst Associate; Karen Grimes, Hearings Coordinator and Tonya Smith, Executive Secretary/Recorder.

Staff members present by teleconference at 8:30 a.m. were: Alice Maples Henley, Deputy Attorney General/General Counsel; Patrick Samuelson, Assistant General Counsel; Gail Hampton, Attorney; Joyce Jeter, MSN, RN, Director of Practice; Dawn Daniel, MSN, RN, Director-Advanced Practice; Barbara Bartley, MSCHD, BSN, RN, Deputy Director and Amy Williams, Attorney.

Visitors attending the meeting: None.

#### **B. Declaration of Quorum**

A quorum was declared with eleven Board Members present for the teleconference on April 7, 2020. Ms. Cherry Rodgers exit out of the

teleconference at 9:30 a.m.

**C. Statement of Compliance with Open Meetings Act**

Prior notice of meeting was posted on the Secretary of State's website in accordance with the Alabama Open Meeting Act.

**D. Review of Full Agenda**

**1. Additions, Modifications, Reordering**

**2. Reordering, Modification or Adoption and Approval of Consent Agenda**

- II.A. January 17, 2020 Board Meeting Minutes
- III.A. Board Action Follow-up
- V.1. Financial Reports
- VI.A.1. Executive Officer Report
- VI.A.2. FYI
- VI.C. Deputy Director
- VI.D.1. General Counsel Report
- VI.D.2. Assistant General Counsel Report, Samuelson
- VI.D.3. Voluntary Disciplinary Alternative Program
- VI.D.4. Investigations Report
- VI.D.5. Legal Nurse Consultant Report
- VI.D.6. Probation/Compliance Monitoring Report
- VI.D.7. Assistant General Counsel, Williams
- VI E. Policy and Communications Report
- VI.F. ANRC Report
- VI.G. Leadership Institute
- VI.H. Quality Measures Report
- VII.A. Education Report
- IX.A. Advance Practice Report
- X.A. Continuing Education Report
- X.B. Licensure Report
- X.D. Alabama Department of Mental Health Medication Error Report – Third & Fourth Quarters
- XI.A. 2019 NCLEX-RN and NCLEX-PN Pass Rates/3 Year Rolling Average

**On April 7, 2020, Dr. Dearmon moved that the Board adopt the Consent Agenda. Dr. Baker seconded. Motion carried without objection.**

**3. Reordering, Modifications Additions or Adoption of Full Agenda**

**On April 7, 2020, Dr. Baker moved that the Board adopt the Full Agenda. Ms. Gladys Davis Hill seconded. Motion carried without objection.**

## **II. REVIEW OF MINUTES**

### **A. January 17, 2020 Board Meeting Minutes**

The minutes of the January 17, 2020 Board meeting were accepted on the Consent Agenda.

### **B. March 20, 2020 Emergency Board Meeting Minutes**

The minutes of the March 20, 2020 Emergency Board meeting were accepted on the Consent Agenda.

## **III. OLD BUSINESS/FOLLOW-UP**

### **A. Board Action Follow-up**

Ms. Benson's report on the Board action follow-up was accepted, as information, on the Consent Agenda.

## **IV. BOARD PRESENTATION/DEVELOPMENT**

1. None

## **V. FINANCIAL REPORTS**

### **1. Financial Report Board Review**

The Financial Report as of January 31, 2020 was accepted, as information, on the Consent Agenda.

## **VI. REPORTS**

### **A. Executive Officer**

#### **1. Report**

Pursuant to Alabama Board of Nursing Administrative Code 610-X-08, Ms. Benson accepted the voluntary surrender for revocation for each of the following Alabama nursing licenses.

<u>Licensee's Name</u>	<u>License Number</u>	<u>Date of Acceptance</u>
Mitchell, Erin Hayleigh	2-066693	12/23/2019
Malone, September Nicole	1-088728	12/26/2019
McCann, Patricia A	1-099107	01/02/2020
Moss, III, Charles Harrelson	1-104360; CRNP	01/06/2020

Penny, Beverly Jane	1-070169	01/08/2020
Briles, Tosha Medlin	1-112095	01/10/2020
Proctor, Allison Cristina	1-117627	01/10/2020
Dykes, Ariel Leigh	2-058112	01/14/2020
Brown, Lura Michelle	1-109847	01/14/2020
Hall, Alicia Ann	1-034466	01/16/2020
Dickinson, Melinda Jo	1-117050	01/17/2020
Nelson, Mary Elizabeth	1-145785	01/17/2020
Ragan, Teresa Jane	1-042212	01/17/2020
Slayton, Jordan Samantha	1-170486	02/06/2020
Pittman, Debra Ann	2-041086	02/07/2020
Polk, Hillary Smith	1-175832	02/14/2020
Porter, Kristen Diane	2-066402	02/14/2020
Smith, Theresa Monahan	1-119592	02/18/2020
Franks, Amanda Kay	1-162798	02/19/2020
McCoy, Vickie Lynn	1-165630	02/21/2020

2. FYI

3. **ACCS Proposal Student Nurse Extern Program**

Ms. Benson gave a brief report on the ACCS Proposal Student Nurse Extern Program. This temporary permit would allow nursing students, in ACCS nursing programs, who participate in registered apprenticeships with healthcare entities, within the State of Alabama, to perform a specific set of nursing skills while engaged with an employer, that are above the scope of practice for a certified assistant (CNA).

B. Executive Committee

1. No Report

C. Deputy Director

1. Report

A written report was accepted, as information, on the Consent Agenda.

D. Legal Division

1. General Counsel/Deputy Attorney General

A written report on activities of the Legal Division from December 28, 2019 to February 28, 2020, the number of open disciplinary cases, and the number of cases on appeal or subject to litigation was accepted, as

information, on the Consent Agenda.

2. Assistant General Counsel Report, Samuelson

A written report on the number of pending cases on the docket of the Assistant General Counsel as of February 27, 2020 was accepted, as information, on the Consent Agenda.

3. Voluntary Disciplinary Alternative Program

A written report on VDAP (Voluntary Disciplinary Alternative Program) participants and terminations as of February 25, 2020 was accepted, as information, on the Consent Agenda.

4. Investigations Report

A written report on active investigations per investigator as of February 26, 2020 was accepted, as information, on the Consent Agenda.

5. Legal Nurse Consultant Report

A written report on open cases currently assigned to each Nurse Consultant as of February 26, 2020 was accepted, as information, on the Consent Agenda.

6. Probation/Compliance Monitoring Report

A written report on the number of monitored on probation, the number of outstanding probation violations, the number of the past due fines, the number of nurses met with for probation, and the number of cases resulting in revocation by the Board Order as of February 25, 2020 was accepted, as information, on the Consent Agenda.

7. Assistant General Counsel Report, Williams

A written report on the pending cases on the docket of the Assistant General Counsel, Ms. Williams, as of February 25, 2020 was accepted, as information, on the Consent Agenda.

E. Policy and Communication Director

1. Report

A written report on policy and communication activities was accepted, as information, on the Consent Agenda.

## **2. PDMP Bill Report**

Mr. Ingels gave a brief report on the PDMP Bill.

## **3. Nurse Extern Permit Bill Report**

Mr. Ingels gave a brief report on the Nurse Extern Permit Bill.

### **F. ANRC Report**

The ANRC Activity Report as of February 28, 2020 was accepted, as information, on the Consent Agenda.

### **G. Leadership Institute**

The Leadership Institute Progress Report as of February 18, 2020 was accepted, as information, on the Consent Agenda

### **H. Quality Measures Report**

The Quality Measures Report as of December 16, 2019 was accepted, as information, on the Consent Agenda

## **VII. EDUCATION**

### **A. Education Report**

An Education report on nursing education was accepted, as information, on the Consent Agenda.

### **B. Program Deficiency Report**

A written report on program deficiency was accepted, as information, on the Consent Agenda.

## **VIII. POLICY**

### **A. FINAL CERTIFICATION ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-10-.06(2)(b)(1) – QUALIFICATIONS AND STANDARDS FOR BOARD APPROVED PROVIDERS**

Mr. Ingels reported that the current rules require CE providers to employ at least one Alabama-licensed RN. Board staff recommends revising the rule to accommodate providers that employ non-Alabama nurses holding multistate licenses. This change currently is in effect, per an emergency rule 610-X-10-

06ER – adopted at the January 2020 Board meeting, which will expire on May 16, 2020.

**On April 7, 2020, Dr. Dearmon moved that the Board approve, as final certification, compact-related clarification to Alabama Board of Nursing Administrative Code 610-X-10-.06 “Qualifications and Standards for Board Approved Providers.” Ms. Gladys Davis Hill seconded. Motion carried without objection.**

**B. FINAL CERTIFICATION ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-4-.14 – FEES**

Mr. Ingels reported pending completion of the electronic process for all multistate applications, Board staff finds it necessary to accept some fees by a combination of electronic and paper means. This process necessitates a change to the rules that govern acceptance of payments. This change currently is in effect, per an emergency rule – 610-X-4-.14ER – adopted at the January 2020 Board meeting, which will expire on May 16, 2020.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the board approve, as initial submission and emergency rule, revision to Alabama Board of Nursing Administrative Code 610-X-4-.14 “Fees.” Mr. Sapalaran seconded. Motion carried without objection.**

**C. PROPOSED REVISION ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-1-.04 – MEETINGS OF THE BOARD**

Mr. Ingels reported that in January 2020, during a routine Board review of Alabama Board of Nursing Administrative Code Chapter 610-X-1, “Organization and Administration,” the determination was made that a reference to “two-day” meetings of the Board should be eliminated, as the Board currently does not conduct two-day meetings.

**On April 7, 2020, Dr. Baker moved that the Board approve, as initial submission, revision to Alabama Board of Nursing Administrative Code 610-X-1-.04(5), “Meetings of the Board.” Ms. Buford seconded. Motion carried without objection.**

**D. EMERGENCY RULE ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-4-.14 – FEES**

Mr. Ingels reported subsequent to eliminating the fee for verifications, as stipulated in the Nurse Licensure, Compact, Board staff has found that some jurisdictions and employers do not accept Nursys verification. Accordingly, staff recommends reestablishment of verifications for special circumstances. Additionally, an unforeseen circumstance arising from Compact implementation necessitates that the Board establish a fee reinstatement of lapsed AP approval for non-Alabama MSL RNs who previously held Alabama RN licenses and AP approval.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board approve, as Emergency Rule and initial submission Alabama Board of Nursing Administrative Code 610-X-4-.14 – “Fees.” Ms. Victoria Hill seconded. Motion carried without objection.**

**E. PROPOSED REVISION ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-4-.14 – FEES**

Mr. Ingels reported subsequent to eliminating the fee for verifications, as stipulated in the Nurse Licensure, Compact, Board staff has found that some jurisdictions and employers do not accept Nursys verification. Accordingly, staff recommends reestablishment of verifications for special circumstances. Additionally, an unforeseen circumstance arising from Compact implementation necessitates that the Board establish a fee reinstatement of lapsed AP approval for non-Alabama MSL RNs who previously held Alabama RN licenses and AP approval.

**On April 7, 2020, Dr. Dearmon moved that the Board approve the proposed revision to Alabama Board of Nursing Administrative Code 6101-X-4-.14 “Fees.” Mr. Sapalaran seconded. Motion carried without objection.**

**F. PROPOSED REVISIONS AND NEW RULE ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTIONS 610-X-7-.01 AND .11 – MEDICATION ASSISTANTS, CERTIFICATION AND DELEGATION**

Mr. Ingels reported to address increasing staffing shortfalls in long term care and other practice settings, Board staff, in consultation with the Alabama Nursing Home Association and other interested parties, proposes promulgating rules to allow nurses to delegate limited medication administration to trained, unlicensed personnel.

**On April 7, 2020, Dr. Baker moved that the Board approve as initial submission, revision to Alabama Board of Nursing Administrative Code 610-X-7-.01, .11, “Definitions” and “Medication Assistants, Certification and Delegation.” Ms. Buford seconded. Motion carried without objection.**

**G. EMERGENCY RULE ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-3-.02 – STANDARDS FOR APPROVAL**

Mr. Ingels reported in light of recent global events, Board staff recommends requiring each approved nursing education program to maintain and file an emergency plan for completing didactic and clinical instruction, in the event that the program is unexpectedly closed, or clinical sites are unavailable as a result of emergent circumstances, such as natural disaster or disease outbreak.

**On April 7, 2020, Dr. Baker moved that the Board approve, as Emergency Rule and initial submission Alabama Board of Nursing Administrative Code 610-X-3-.02 – “Standards for Approval.” Ms. Gladys Davis Hill seconded. Motion carried without objection.**



**H. PROPOSED REVISION ALABAMA BOARD OF NURSING  
ADMINISTRATIVE CODE SECTION 610-X-3-.02 – STANDARDS FOR  
APPROVAL**

Mr. Ingels reported in light of recent global events, Board staff recommends requiring each approved nursing education program to maintain and file an emergency plan for completing didactic and clinical instruction, in the event that the program is unexpectedly closed, or clinical sites are unavailable as a result of emergent circumstances, such as natural disaster or disease outbreak.

**On April 7, 2020, Dr. Dearmon moved that the Board approve the proposed revision to Alabama Board of Nursing Administrative Code 610-X-3-.02 – “Standards for Approval.” Ms. Gladys Davis Hill seconded. Motion carried without objection.**

**IX. ADVANCED PRACTICE**

A. Report

A written report on activities of the Advanced Practice Division was accepted, as information, on the Consent Agenda

**X. CONTINUING EDUCATION/LICENSURE/PRACTICE**

A. Continuing Education

1. Report

A written report on Continuing Education Providers and Continuing Education (CE) Activities was accepted, as information, on the Consent Agenda.

B. Licensure

1. Report

A written report on Licensure Data Activity was accepted, as information, on the Consent Agenda.

C. Practice

1. Report

A written report on Standardized Procedure Application Activity was accepted, as information, on the Consent Agenda.

D. Alabama Department of Mental Health Medication Error Report – Third & Fourth Quarters

A written report on the Alabama Department of Mental Health Medication Error's was accepted, as information, on the Consent Agenda.

XI. NCSBN / NCLEX

A. 2019 NCLEX-RN and NCLEX-PN Pass Rates/3 Year Rolling Average

The 2019 NCLEX-RN and NCLEX-PN pass rates/3 year rolling average were accepted on the Consent Agenda.

XII. BOARD TRAVEL/REPORTS

N/A

XIII. DISCIPLINARY CASES

A. CONSENT ORDERS

**SUSPENSIONS AND/OR PROBATIONS**

**Arrest/Conviction**

1. Baldwin, Emma Louise – RN 1-148283 (Active)

Ms. Baldwin signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of a course on Disciplinary Actions: What Every Nurse Should Know.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

2. Gibson, Cheryl Elaine – RN 1-169729 (Active)

Ms. Gibson signed a Consent Order that would suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and no fine-fined by Court; (b) successful completion of the educations programs on Righting a Wrong Ethics and Professionalism in Nursing; and (c) accrual of requisite continuing education credits. In no event, will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Gibson's licensure status will be considered as and listed

as revoked. Upon reinstatement, Ms. Gibson's RN license will be placed on probation for twelve (12) months with the usual practice stipulations.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

3. Jones, Mary Carolina – LPN 2-047631 (Active)

Ms. Jones signed a Consent Order that would place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of a course on Disciplinary Actions: What Every Nurse Should Know.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

4. McKnight, Acayla Lashaye – RN 1-163950 (Active)

Ms. McKnight signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual practice stipulations, require her to pay a \$300.00 fine, and documented completion of courses on Disciplinary Actions: What Every Nurse Should Know and Righting a Wrong Ethics and Professionalism in Nursing.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

5. Thrower, Steven Chad – RN 1-088236 (Active); LPN 2-042807 (Lapsed)

Mr. Thrower signed a Consent Order that would place his RN license on probation for a period to run concurrent with court-ordered probation with the usual practice stipulations and documented completion of a course on Disciplinary Actions: What Every Nurse Should Know.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

6. Webb, Joel Raymond – LPN 2-065934 (Active)

Mr. Webb signed a Consent Order that would place his LPN license on probation for twelve (12) months with the usual practice stipulations, and require him to pay a \$300.00 fine, and documented completion of a

course on Disciplinary Actions: What Every Nurse Should Know.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

7. Worth, Rachel Elaine – RN 1-101448 (Lapsed)

Ms. Worth signed a Consent Order that would suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$600.00 fine; (b) successful completion of the educational programs on Disciplinary Actions: What Every Nurse Should Know, Ethics of Nursing Practice, Professional Boundaries in Nursing, Righting a Wrong Ethics and Professionalism in Nursing and Understanding Substance Use Disorder in Nursing; (c) receipt of the employer notification; and (d) accrual of requisite continuing education credits. In no event, will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Worth's licensure status will be considered as and listed as revoked. Upon reinstatement, Ms. Worth's RN license will be placed on probation with the usual illegal/illicit stipulations for a period to run concurrently with court ordered probation but not less than twenty-four (24) months.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

**Discipline/Pending Action Any State**

8. Gibbs, Jill Veronica – RN 1-109354 (Lapsed)

Ms. Gibbs signed a Consent Order that would indefinitely suspend her RN license. She will not be eligible for reinstatement of her license in the State of Alabama until such time as evidence of an unencumbered license in all states. Ms. Gibbs cannot practice in the State of Alabama until licensure has been reinstated in accordance with the Alabama Board of Nursing Administrative Code, payment of the reinstatement of suspended license fee and any other applicable fees, and receipt of notice of receipt of Board Order.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. Gladys Davis Hill seconded. Motion carried without objection.**

9. Martin, Stephanie Leonard – RN 1-108144 (Lapsed); CRNP

Ms. Martin signed a Consent Order that would indefinitely suspend her RN license. She will not be eligible for reinstatement of her license in the State of Alabama until such time as evidence of an unencumbered license in all states. Ms. Martin cannot practice in the State of Alabama until licensure has been reinstated in accordance with the Alabama Board of Nursing Administrative Code, payment of the reinstatement of suspended license fee and any other applicable fees, and receipt of notice of receipt of Board Order.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. Gladys Davis Hill seconded. Motion carried without objection.**

### **Illegal Practice**

10. Baxley, Carla Ann – RN 1-053425 (Active); CRNP

Ms. Baxley signed a Consent Order that would suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$1,000.00 fine; (b) successful completion of the educational programs on Professional Accountability and Legal Liability for Nurses; and (c) receipt of the employer notification. In no event, will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Baxley's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.**

### **Physical Impairment**

11. Bush, Monica Leigh – RN 1-053800 (Active); CRNP

Ms. Bush signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Disciplinary Actions: What Every Nurse Should Know, Professional Accountability and Legal Liability for Nurses and

Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Bush be deemed in need of treatment and upon documented completion of the above terms, Ms. Bush's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Bush's RN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$600.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Bush's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.**

#### **Practicing Beyond Scope**

12. Sims, Alisa Dawn – RN 1-131888 (Active)

Ms. Sims signed a Consent Order that would place her RN license on probation until payment of a \$1,000.00 fine, documented completion of educational programs on Assessment Series (by organ system), Disciplinary Actions: What Every Nurse Should Know, Professional Accountability and Legal Liability for Nurses and Righting a Wrong Ethics and Professionalism in Nursing, and receipt of employer notification.

**On April 7, 2020, Ms. Buford moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

#### **Probation Violation**

13. Anderson, Edwards Stone – RN 1-069251 (Active/Probation)

Mr. Anderson signed a Consent Order that would terminate his May 18, 2018 Board Order and suspend his RN license for a minimum of six (6) months. Prior to reinstatement, Mr. Anderson must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program, if treatment recommended; (c) participation in an aftercare program, if treatment recommended; (d) negative random monthly drug screens; (e) contact information for

individual counselor; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon reinstatement, Mr. Anderson's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and he will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Mr. Anderson's licensure status will be considered as and listed as revoked.

On April 7, 2020, Ms. Seip recused herself from the discussion and the voting concerning Mr. Anderson.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

14. Bouldin, Melissa Lee – RN 1-070181 (Active/Probation)

Ms. Bouldin signed a Consent Order that would terminate her March 16, 2018 Board Order and suspend her RN license for a minimum of six (6) months. Prior to reinstatement, Ms. Bouldin must submit documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) documented completion of required courses on Disciplinary Actions; What Every Nurse Should Know and Understanding Substance Use Disorder in Nursing; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon documented completion of the above terms, Ms. Bouldin's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Bouldin's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

15. Cupp, Amanda Jean – RN 1-101130 (Active/Probation)

Ms. Cupp signed a Consent Order that would terminate her September

13, 2019 Board Order and suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program , if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) documented completion of a required course on Disciplinary Actions: What Every Nurse Should Know; (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Cupp be deemed in need of treatment and upon documented completion of the above terms, Ms. Cupp's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Cupp's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Cupp's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

16. Dees, Tonja Denise – RN 1-083377 (Active/Probation); 2-034261 (Lapsed)

Ms. Dees signed a Consent Order that would terminate her September 13, 2019 Board Order and suspend her RN license for a minimum of six (6) months. Prior to reinstatement, Ms. Dees must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program, if treatment is recommended; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon reinstatement, Ms. Dees RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Dees licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without**



**objection.**

**17. McCurdy, Morgan Elyse – LPN 2-069024 (Active/Probation)**

Ms. McCurdy signed a Consent Order that would terminate her July 19, 2019 Board Order and suspend her LPN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Disciplinary Actions: What Every Nurse Should Know; (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. McCurdy be deemed in need of treatment and upon documented completion of the above terms, Ms. McCurdy's LPN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. McCurdy's LPN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. McCurdy's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran second. Motion carried without objection.**

**18. Prince, Mary Bryant – RN 1-102755 (Active/Probation)**

Ms. Prince signed a Consent Order that would terminate her May 17, 2019 Board Order and suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of required evaluations, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Disciplinary Actions: What Every Nurse Should Know; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Prince be deemed in need of treatment and upon documented completion of the above terms, Ms. Prince's RN license will be placed on probation for sixty (60) months with the usual substance use disorder

stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Prince's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Prince's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

19. Smith, Leanne Myers – RN 1-062592 (Active/Probation)

Ms. Smith signed a Consent Order that would terminate her May 18, 2018 Board Order and suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Disciplinary Actions: What Every Nurse Should Know; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Smith be deemed in need of treatment and upon documented completion of the above terms, Ms. Smith's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Smith's RN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Smith's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

**Substance Abuse**

20. Albritton, Debra Jean – RN 1-066163 (Active); LPN 2-023857 (Lapsed)

Ms. Albritton signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations;

(b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Disciplinary Actions: What Every Nurse Should Know, Ethics of Nursing Practice, Professional Accountability and Legal Liability for Nurses and Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Albritton be deemed in need of treatment and upon documented completion of the above terms, Ms. Albritton's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Albritton's RN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$600.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Albritton's licensure status will be considered as and listed as revoked. To the extent Ms. Albritton has a LPN license, said license shall be subject to the same terms and conditions.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

21. Curry, Cedrina – LPN 2-055708 (Lapsed)

Ms. Curry signed a Consent Order that would suspend her LPN until receipt of a completed application for reinstatement of lapsed license. Upon reinstatement, Ms. Curry's LPN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$300.00 fine, and documented completion of a course on Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

22. Davis, Melissa Darlene – RN 1-077215 (Active)

Ms. Davis signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g)

payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Davis' RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Davis' licensure status will be considered as and listed as revoked.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

23. Hall, Cynthia Ann – RN 1-082838 (Active)

Ms. Hall signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of a course on Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

24. Ivey, Leah Shalina – RN 1-095665 (Active)

Ms. Ivey signed a Consent Order that suspend her RN license for a minimum of three (3) months. Prior to reinstatement, Ms. Ivey must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program ; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon reinstatement, Ms. Ivey's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Ivey's licensure status will be considered as and listed as revoked.

On April 7, 2020, Ms. Victoria Hill recused herself from the discussion and the voting concerning Ms. Ivey.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

25. McDonald, Carter Denton – RN Exam Applicant

Mr. McDonald signed a Consent Order that would approve him to take the NCLEX-RN exam and if successful, place his RN license on probation for twenty-four (24) months with the usual substance use disorder stipulations and require him to pay a \$600.00 fine.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

26. Myrick, Jamie Gafford – RN 1-127470 (Active); LPN 2-056071 (Lapsed)

Ms. Myrick signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Myrick's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Myrick's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

27. Thompson, Jessica Dawn – LPN 2-045853 (Lapsed)

Ms. Thompson signed a Consent Order that would approve her application of reinstatement of a lapsed LPN license and suspend her license for a minimum of three (3) months until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Righting a Wrong Ethics and Professionalism in Nursing and Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Thompson be deemed in need of treatment and upon documented completion of the above terms, Ms. Thompson's LPN will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00. If not deemed to be in need of treatment, Ms. Thompson's

LPN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$600.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Thompson's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

### **Substandard Nursing Practice**

28. Billingsley, Constance Latrice – LPN 2-057304 (Active)

Ms. Billingsley signed a Consent Order that would place her LPN license on probation until payment of a \$300.00 fine, documented completion of courses on Medication Errors: Causes and Prevention, Professional Accountability and Legal Liability for Nurses and Sharpening Critical Thinking Skills, and receipt of employer notification.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

29. Bowman-Merchant, Robyn L. – RN 2-051004 (Active)

Ms. Bowman-Merchant signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual practice stipulations, require her to pay a \$500.00 fine and documented completion of courses on Elder Abuse, Professional Accountability and Legal Liability for Nurses and Sharpening Critical Thinking Skills.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

30. Brannan, Ginger Lynn – RN 1-089508 (Active)

Ms. Brannan signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion

of required courses on Disciplinary Actions: What Every Nurse Should Know, Professional Accountability and Legal Liability for Nurses, and Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Brannan be deemed in need of treatment and upon documented completion of the above terms, Ms. Brannan's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00 fine. If not deemed in need of treatment, Ms. Brannan's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$300.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Brannan's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

31. Cook, Abby Morgan – LPN 2-067877 (Active)

Ms. Cook signed a Consent Order that would place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of courses on Medication Errors: Causes and Prevention, Righting a Wrong Ethics and Professionalism in Nursing, and Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

32. Delmonte, Jennifer Odom – RN 1-129901 (Active)

Ms. Delmonte signed a Consent Order that would place her RN license on probation for twenty-four (24) months with the usual illegal/illicit stipulations, require her to pay a \$600.00 fine, and documented completion of courses on Documentation – A Critical Aspect of Client Care, Righting a Wrong Ethics and Professionalism in Nursing, and Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

33. Doss, Toni Taylor – RN 1-170317 (Active)

Ms. Doss signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Medication Errors: Causes and Prevention, Righting a Wrong Ethics and Professionalism in Nursing and Understanding Substance Use Disorder in Nursing; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Doss be deemed in need of treatment and upon documented completion of the above terms, Ms. Doss's RN license will be placed on probation for sixty (60) months with the usual mental health substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Doss's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$300.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Doss's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

34. Dukes, Thurgood Marshall – LPN 2-064587 (Active)

Mr. Dukes signed a Consent Order that would place his LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require him to pay a \$300.00 fine and documented completion of courses on Disciplinary Actions: What Every Nurse Should Know, Professional Accountability and Legal Liability for Nurses, and Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

35. Paulk, Jane E. – RN 1-128434 (Active)

Ms. Paulk signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual practice stipulations, require her to pay a \$300.00 fine, and documented completion of courses



on Documentation – A Critical Aspect of Client Care, Professional Accountability and Legal Liability for Nurses, and Sharpening Critical Thinking Skills.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

### **Unprofessional Conduct**

36. Nunn, Lauren Noel – RN 1-141379 (Active)

Ms. Nunn signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of courses on Disciplinary Actions: What Every Nurse Should Know and Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Ms. Carpenter moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

37. Richardson, Patrice Laura – RN 1-174109 (Active)

Ms. Richardson signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations, require her to pay a \$300.00 fine, and documented completion of courses on Disciplinary Actions; What Every Nurse Should Know, Professional Accountability and Legal Liability for Nurses and Understanding Substance Use Disorder in Nursing.

**On April 7, 2020, Ms. Carpenter moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

38. Smith, Kassie Sharpton – RN 1-148958 (Active)

Ms. Smith signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Disciplinary Actions: What Every Nurse Should

Know, Professional Accountability and Legal Liability for Nurses and Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Smith be deemed in need of treatment and upon documented completion of the above terms, Ms. Smith's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Smith's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$300.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Smith's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Carpenter moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

#### **Violation of VDAP**

**39. Bryan, Lauren Murphree – RN 1-101454 (Active)**

Ms. Bryan signed a Consent Order that would terminate her April 24, 2018 Voluntary Disciplinary Alternative Program (VDAP) Agreement and suspend her RN license for a minimum of six (6) months. Prior to reinstatement, Ms. Bryan must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon reinstatement, Ms. Bryan's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Bryan's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

40. Gandy, Crystal Lynnette – LPN 2-060023 (Active)

Ms. Gandy signed a Consent Order that would terminate his August 22, 2019 Voluntary Disciplinary Alternative Program (VDAP) Agreement and suspend her LPN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Gandy's LPN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Gandy's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

41. Stallworth, Jonarius Antoine – RN 1-165983 (Active)

Mr. Stallworth signed a Consent Order that would terminate his January 22, 2019 Voluntary Disciplinary Alternative Program (VDAP) Agreement and suspend his RN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Mr. Stallworth's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and he will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Mr. Stallworth's licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

42. Williams, Chasity Pannell – RN 1-105454 (Active)

Ms. Williams signed a Consent Order that would terminate her October 12, 2017 Voluntary Disciplinary Alternative Program (VDAP) Agreement and suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Disciplinary Actions; What Every Nurse Should Know; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon documented completion of the above terms, Ms. Williams' RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Williams' licensure status will be considered as and listed as revoked.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

**PUBLIC REPRIMANDS**

**Arrest/Conviction**

43. Buster-McCaskill, Latoya Bontrice – LPN Endorsement Applicant

Ms. Buster-McCaskill signed a Consent Order that would approve her LPN endorsement application, and when licensed, issue her a public reprimand and require her to complete a course on Ethics of Nursing Practice.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

44. Fryfogle, Jonah Benjamin – RN 1-146914 (Active)

Mr. Fryfogle signed a Consent Order that would issue him a public reprimand and require him to pay a \$300.00 fine.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

45. Tillman, Ebony Nicole – LPN Exam Applicant

Ms. Tillman signed a Consent Order that would approve her to take the NCLEX-PN exam, and if successful, issue her a public reprimand.

**On April 7, 2020, Ms. O'Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

**Discipline/Pending Action Any State**

46. Freije, Natasha Spring – RN 1-125469 (Lapsed)

Ms. Freije signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

47. Smith, Nelva Cecelia – LPN 2-045880 (Lapsed)

Ms. Smith signed a Consent Order that would issue her a public reprimand.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

48. White, Rebecca Suzanne – RN 1-069086 (Lapsed)

Ms. White signed a Consent Order that would issue her a public reprimand.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Dr. Dearmon seconded. Motion carried without objection.**

### **Fraud/Deceit**

49. Baker, Meghan Daniell – LPN 2-058266 (Lapsed)

Ms. Baker signed a Consent Order that would approve her reinstatement of a lapsed LPN license and issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

50. Buchanan, Valerie Lain – RN Endorsement Applicant

Ms. Buchanan signed a Consent Order that would approve her RN endorsement application, and when licensed issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection. --**

51. Estes, Chasidy Marie – RN Exam Applicant

Ms. Estes signed a Consent Order that would approve her to take the NCLEX-RN exam, and if successful, issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

52. Farmer, Cheryl Leigh – LPN 2-023521 (Active)

Ms. Farmer signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

### **Illegal Practice**

53. Batain, Latanja Shanta – RN 1-088729 (Active); CRNP

Ms. Batain signed a Consent Order that would issue her a public reprimand and require her to pay a \$1,000.00 fine.

**On April 7, 2020, Ms. O’Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

54. Cassady, Amy Dunson – RN 1-110245 (Active); CRNP

Ms. Cassady signed a Consent Order that would issue her a public reprimand and require her to pay a \$1,000.00 fine.

**On April 7, 2020, Ms. O’Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

55. Dutton, Emily Rae – RN 1-155203 (Active); CRNP

Ms. Dutton signed a Consent Order that would issue her a public reprimand and require her to pay a \$1,000.00.

**On April 7, 2020, Ms. O’Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

56. Ritch, Charlene Annette – LPN 2-056862 (Lapsed)

Ms. Ritch signed a Consent Order that would approve her application for reinstatement of a lapsed LPN license and issue her a public reprimand and require her to pay a \$900.00 fine.

**On April 7, 2020, Ms. O’Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

57. Winfield, Chloe Elise – LPN 2-072901 (Active)

Ms. Winfield signed a Consent Order that would issue her a public reprimand and require her to pay a \$900.00 fine.

**On April 7, 2020, Ms. O’Keefe moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

### **Practicing Beyond Scope**

58. Traywick, Rita Maria – LPN 2-044576 (Lapsed)

Ms. Traywick signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine.

**On April 7, 2020, Ms. Buford moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

### **Unprofessional Conduct**

59. Amedeo, Lisa Marie – RN 1-132964 (Active)

Ms. Amedeo signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

60. Davis, Miranda Vaughn – RN 1-096105 (Active); LPN 2-038214 (Lapsed)

Ms. Davis signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine and require documented completion of courses on Ethics of Nursing Practice and Professional Accountability and Legal Liability for Nurses. To the extent Ms. Davis has a LPN license, said license shall be subject to the same terms and conditions.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

61. Franklin, Jasmine Thomas – RN 1-150334 (Active)

Ms. Franklin signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**



62. Goldstein, Kimberly Shea – RN 1-128297 (Lapsed)

Ms. Goldstein signed a Consent Order that would approve her application for reinstatement of a lapsed RN license and issue her a public reprimand and require her to pay a \$500.00 fine and documented completion of courses on Professional Accountability and Legal Liability for Nurses, Documentation – A Critical Aspect of Client Care, and Understanding Substance Use Disorder in Nursing.

On April 7, 2020, Ms. Victoria Hill recused herself from the discussion and the voting concerning Ms. Goldstein.

**On April 7, 2020, Dr. Dearmon moved to reject the current Consent Order and place Ms. Goldstein's RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$500.00 fine and documented completion of courses on Professional Accountability and Legal Liability for Nurses, Documentation – A Critical Aspect of Client Care, and Understanding Substance Use Disorder in Nursing. Ms. O'Keefe seconded. Motion failed with Mr. Sapalaran approving and Dr. Baker, Ms. Gladys Davis Hill, Ms. Houston, Ms. Carpenter, Ms. Seip, Ms. Rodgers and Ms. Buford opposing.**

**On April 7, 2020, Dr. Dearmon moved to accept the current Consent Order. Ms. Gladys Davis Hill seconded. Motion carried with Ms. O'Keefe opposing.**

63. Haskell, Carol Ann – LPN 2-069692 (Active)

Ms. Haskell signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without objection.**

64. McCabe, Donna Cheney – RN 1-069440 (Active)

Ms. McCabe signed a Consent Order that would issue her a public reprimand and require her to pay a \$600.00 fine and documented completion of courses on Professional Accountability and Legal Liability for Nurses and Righting a Wrong – Ethics and Professionalism in Nursing.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O'Keefe seconded. Motion carried without**

**objection.**

65. Porter, Ashley Lauren – RN 1-162793 (Active)

Ms. Porter signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of courses on Documentation – A Critical Aspect of Client Care, Ethics of Nursing Practice, Medication Errors: Causes and Prevention and Professional Accountability and Legal Liability for Nurses.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

66. Walker, Tiffanie Lacandra – LPN 2-060715 (Active)

Ms. Walker signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

67. Whitehead, Benjamin Brooks – LPN 2-063156 (Active)

Mr. Whitehead signed a Consent Order that would issue him a public reprimand and require him to pay a \$500.00 fine and documented completion of courses on Disciplinary Actions: What Every Nurse Should Know and Professional Accountability and Legal Liability for Nurses.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

68. Wittman, Cynthia Jean – RN 1-086007 (Active)

Ms. Wittmann signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine.

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Consent Order. Ms. O’Keefe seconded. Motion carried without objection.**

**B. REINSTATEMENT – CONSENT ORDERS**

1. Eady, Savannah Graham – RN 1-155876 (Revoked)

Ms. Eady signed a Consent Order that would approve her application for reinstatement of a revoked RN license and place her RN license on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00 fine

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Ms. Victoria Hill seconded. Motion carried without objection.**

### **C. ADMINISTRATIVE HEARINGS**

1. Barrow, Courtney – RN 1-124590 (Lapsed); LPN 2-054931 (Lapsed)

**On April 7, 2020, Dr. Baker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and suspend Ms. Barrow's RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Understanding Substance Use Disorder in Nursing, if deemed in need of treatment; (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Barrow be deemed in need of treatment and upon documented completion of the above terms, Ms. Barrow's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Barrow's RN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Barrow's licensure status will be considered as and listed as revoked. To the extent Ms. Barrow has a LPN license, said license shall be subject to the same terms and conditions. Ms. Gladys Davis Hill seconded. Motion carried without objection.**

2. Donaldson, Leilani – RN 1-098222 (Lapsed)

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Donaldson's RN license. Ms. Victoria Hill seconded. Motion carried without objection.**

- 3. Drews, Delona – LPN 2-061173 (Lapsed)**

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Drews LPN license. Ms. Gladys Davis Hill seconded. Motion carried without objection.**

- 4. Ewah, Usani – RN 1-088990 (Lapsed); LPN 2-042307 (Lapsed)**

**On April 7, 2020, Dr. Baker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Mr. Ewah's RN and LPN license. Ms. Carpenter seconded. Motion carried without objection.**

- 5. Gravitt, Frances – RN Endorsement Applicant**

**On April 7, 2020, Dr. Dearmon moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and approve Ms. Gravitt's application for licensure as a registered nurse by endorsement and issue her a public reprimand and require her to pay a \$500.00 fine. Ms. Buford seconded. Motion carried without objection.**

- 6. Haynes, Sherry – LPN 2-050429 (Active)**

**On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing officer, and suspend Ms. Haynes LPN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Understanding Substance Use Disorder in Nursing, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Haynes be deemed in need of treatment and upon documented completion of the above terms, Ms. Haynes LPN license will be placed on probation for sixty (60) months with the usual substance**

use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Haynes LPN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. in no event, will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Haynes licensure status will be considered as and listed as revoked. Mr. Sapalaran seconded. Motion carried without objection.

7. King, Charles – RN Exam Applicant

On April 7, 2020, Ms. O’Keefe moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and approve Mr. King’s application to take the NCLEX-RN exam and if successful, his license be granted without any disciplinary sanctions. Dr. Dearmon seconded. Motion carried without objections.

8. McCaskey, Megan – RN Endorsement Applicant

On April 7, 2020, Ms. Victoria Hill moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. McCaskey’s application for licensure as a registered nurse by endorsement. Ms. Gladys Davis Hill seconded. Motion carried without objection.

9. Montgomery, Angelia – RN 1-102705 (Lapsed)

On April 7, 2020, Ms. Carpenter moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Montgomery’s RN license. Dr. Baker seconded. Motion carried without objection.

10. Wright, Michelle – RN 1-071502 (Lapsed)

On April 7, 2020, Dr. Dearmon moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Wright’s RN license. Ms. Victoria Hill seconded. Motion carried without objection.

**D. DISCIPLINE ADDITIONS – SUPPLEMENTAL**

1. Hutchinson, Brooke Nicole – RN 1-137666-SSL (Active); MSL Applicant

Ms. Hutchinson signed a Consent Order that would approve her application for multi-state licensure and issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Dr. Baker moved that the Board accept the Consent Order. Ms. Victoria Hill seconded. Motion carried without objection.**

2. Rivers, Wendi Patrice – LPN 2-042633 (Lapsed)

Mr. Rivers signed a Consent Order that would approve her application for reinstatement of a lapsed LPN license and issue her a public reprimand and require her to pay a \$300.00 fine.

**On April 7, 2020, Ms. Gladys Davis Hill moved that the Board accept the Consent Order. Ms. Carpenter seconded. Motion carried without objection.**

3. Thomas, Brenda – LPN 2-035059 (Lapsed); RN Endorsement Applicant

Ms. Thomas signed a Consent Order that would approve her LPN endorsement application, and when licensed issue her a public reprimand and require her to pay a \$300.00 fine. To the extent Ms. Thomas has a LPN license, said license shall be subject to the same terms and conditions

**On April 7 ,2020, Ms. Victoria Hill moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.**

**XIV. NEXT MEETING DATE: May 15, 2020, 770 Washington Ave., RSA Plaza, Montgomery, Alabama, Suite 350**

**XV. OTHER**

A. Agency Update

Ms. Benson gave a brief agency update.

**XVI. BOARD MEETING DEBRIEFING**

**XVII. ADJOURNMENT**

**On April 7, 2020, at 9:55 a.m. Ms. Gladys Davis Hill moved that the Board adjourn the Alabama Board Teleconference Meeting. Ms. Carpenter seconded. Motion carried without objection.**

\_\_\_\_\_  
Cheryl Bailey, BSN, MBA  
President

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Victoria Hill, MSN, RN  
Secretary

Submitted by: \_\_\_\_\_  
Tonya Smith Recorder 04/20